



GARLAND



CITY OF GARLAND, TEXAS

Animal Services Director

Garland, Texas

As the 13th largest city in Texas, Garland is a destination for any dream. Our nearly 250,000 residents enjoy big-city amenities such as Lake Ray Hubbard, the shops at Firewheel Town Center, Firewheel Golf Park, a historic Downtown, a nationally acclaimed school district, public transit, and easy access to anywhere in Dallas-Fort Worth. Despite Garland's size, however, our community maintains its friendly, small-town feel. As City staff, we take pride in supporting those dreams by building the stage where Garland's residents can live their best lives.

SmartAsset.com ranks Garland in the top 20 of the nation's largest cities as best for buying a family home. The Dallas Business Journal calls Garland the best-kept secret for homebuyers seeking the best value. The RealtyHop Housing Affordability Index lists Garland as the most affordable market in the Dallas-Fort Worth area and the only market in DFW where the share of income needed to afford a home is below the national average.



Garland residents enjoy an abundance of recreation opportunities with 63 parks covering more than 2,500 acres. In fact, every Garland resident has a park or greenbelt within a 10-minute walk from home! Our hiking and biking trails have also been called some of the best in the metroplex, and Firewheel Golf Park is Texas' largest municipal golf facility with 63 holes for championship-style play. With Harbor Point's multiple lakefront dining options, and boating and other water sports available, you can even enjoy Lake Ray Hubbard year-round!



The Texas Commission on the Arts has designated Garland as one of just 54 cultural districts in the entire state. The City has been designated by the Texas Music Office (TMO) as a Music Friendly Texas Certified Community.

Whether you're catching a Broadway-style show at the Granville Arts Center, watching live music at the Plaza Theatre or experiencing our many unique restaurants, shops, breweries and more, entertainment abounds throughout the city. Garland's Historic Downtown Square, only a few steps away, has been honored as one of the top 10 districts of its kind in Texas. Redevelopment in the Downtown area was recently completed with the rebuild of the City's Square and surrounding streetscapes.



A culturally diverse community filled with innovators, creators and out-of-the-box thinkers, there's a can-do spirit in Garland that inspires entrepreneurs to follow their dreams. We value hard work and inclusiveness, encouraging every individual to Make Their Mark. If you have an idea, Garland has your back. Garland's resources and amenities create an inviting climate for businesses and residents to succeed.

Governance & Organization

In 1951, Garland voters adopted a home rule charter that established the council-manager form of government under which the City presently operates. The eight members of the City Council are elected from single-member districts. The Mayor is elected at-large. By City charter, the City Manager, City Attorney, City Auditor, City Secretary and municipal judges are appointed by the City Council. The City Manager is responsible to the City Council and oversees the day-to-day operations of the City.

The executive structure of the City includes the City Manager, Deputy City Manager and three Assistant City Managers. The City is recognized for its management practices, earning consistently high bond ratings and a wealth of state and national awards for innovative programs and initiatives.

Garland is a full-service city, including public safety, curbside recycling, landfill and electric operations, water and wastewater utilities. The City staff includes more than 2,000 employees and is comprised of more than 40 departments.

For more information, visit the City of Garland's website: <https://www.garlandtx.gov/>



Mission Statement

What we do

We serve to grow public trust and a thriving Garland community, today and for the future.

Vision Statement

Where we are going

Garland will be an engaged and vibrant community that residents proudly call home.

Value Statements

What we believe

G

Growth
We are growing
Garland's future.

A

Ambassadors
We are Garland.

R

Respect
We respect
each other.

L

Life Balance
We value work-life
balance.

A

Accountability
We choose to
take ownership.

N

Network
We build
connections.

D

Diversity
We are
inclusive.



About the Role

The Animal Services Director is a vital leadership position responsible for planning, administering and directing the activities, operations and personnel of the Animal Services Department. This includes oversight of all animal services programs and operations, including Shelter, Medical, Rescue, Outreach, Volunteer/Foster Programs and Field Operations—which features an animal cruelty division and a community engagement task force. Garland also extends its support to surrounding cities through collaborative animal service efforts, including medical assistance, as part of its ongoing commitment to the well-being of the regional animal population. This role champions progressive animal welfare practices while ensuring the effective enforcement of animal-related laws, ordinances and policies. From implementing lifesaving programs to driving community engagement initiatives and innovative strategies, the Director will play a key role in enhancing both public safety and animal well-being.

The Director reports to an Assistant City Manager and oversees a team of 31 full-time employees, including six direct reports: Animal Services Manager, Field Supervisor, Rescue Coordinator, Veterinarian, Management Services Coordinator and Community Outreach Coordinator. The department operates with an annual budget of \$2,859,086.

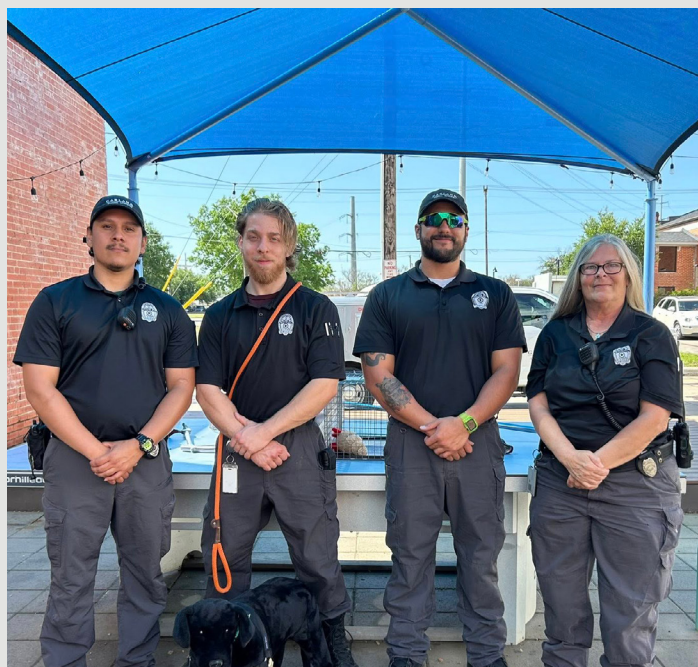
Garland Animal Services serves a diverse community of nearly 250,000 residents, responding to approximately 20,000 calls for service annually. The new Animal Shelter & Adoption Center, which opened in February 2022, has significantly increased the City's capacity to rescue and care for animals in need. Over the past two years, the Animal Services team has maintained a 98% placement rate for domestic animals and has partnered with numerous animal advocacy and rescue organizations to place thousands of animals in loving homes.

To learn more about Garland Animal Services, visit [GarlandAnimalServices.org](https://www.garlandanimal.com).

The Ideal Candidate

The Animal Services Director will be a mission-driven leader dedicated to advancing innovative, high-quality animal welfare services that promote both public safety and animal well-being. This individual must be a strategic thinker who can effectively balance operational demands, community engagement and progressive animal welfare practices while ensuring the effective enforcement of animal-related laws, ordinances and policies.

The ideal candidate will be a dynamic, compassionate, and collaborative servant leader dedicated to delivering high-quality animal care and welfare services to a diverse community, with a strong focus on exceptional customer service and operational effectiveness.



As a collaborative leader, the ideal candidate will:

- » Empower and inspire diverse teams with varying skill sets to achieve operational excellence and compassionate animal care
- » Foster a culture of high performance, data-driven decision making and innovation within the department
- » Be a strong team builder, passionate about problem-solving and enhancing outcomes for both animals and residents
- » Possess political acumen to work effectively with City Council, leadership, external partners and the community
- » Exhibit exceptional communication and relationship-building skills to strengthen partnerships with residents, rescue organizations and animal advocacy groups
- » With a commitment to excellence and innovation, this leader will play a pivotal role in shaping the future of animal welfare services and enhancing community safety.

The Animal Services Director should possess the following knowledge, skills and abilities:

- » Comprehensive knowledge of animal welfare principles, practices and emerging trends
- » Extensive knowledge of federal, state and local regulations governing animal shelter operations and veterinary clinic services
- » Proficiency in technology, including Microsoft Office Suite (Outlook, Excel, Word)
- » Strong analytical abilities to read, interpret and apply codes, ordinances, policies, procedures and regulatory requirements
- » Effective organizational skills with the ability to prioritize and manage multiple responsibilities
- » Excellent communication skills with the ability to convey information clearly and professionally, both verbally and in writing



Education/Experience

The selected candidate must possess the following qualifications or an equivalent combination of education and experience to successfully perform the essential functions of the position:

- » Bachelor's degree in Animal Science, Biology, Environmental Science, related field of study OR 10 years of increasingly responsible experience in enforcement of animal services related laws and ordinances OR five years' experience supervising individuals responsible for enforcement of animal services related laws and ordinances
- » Five years' experience, including enforcement of animal related laws or ordinances
- » Five years' progressively increasing experience in a management role
- » Department of State Health Services Basic Euthanasia Certification or the ability to obtain within six months of hire

Compensation and Benefits

Garland's compensation philosophy is based on a commitment to attract and retain a qualified, motivated and diverse workforce that meets the standards of service and excellence required by the City. **The salary range is \$165k-\$180k +/-DOQ and will be commensurate with the qualifications and experience of the selected candidate. Reasonable relocation assistance is also available.**

The total benefits package includes **director-level perquisites** and a variety of leave and insurance benefits, including free access to the CityCare Clinic for covered employees and dependents, an award-winning wellness program and a generous 2:1 employer match in the Texas Municipal Retirement System (TMRS)*. In addition, the City offers a voluntary 457(b) deferred compensation plan, flexible spending account, tuition reimbursement and more.

**The City participates in the Texas Municipal Retirement System (TMRS) at a mandatory employee deposit rate of 7% and an employer matching ratio of 2:1.*



Application Process and Recruitment Schedule

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Monday, June 16, 2025**. Resume should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please submit your materials to: <https://www.cpshr.us/recruitment/2482>

For additional information about this position, please contact:

CPS HR CONSULTING
Your Trusted HR Advisor For 40 Years

KYLIE WILSON
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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which the most qualified candidates will be referred to the City for further consideration.

*The City of Garland is an Equal Opportunity Employer and values diversity at all levels of its workforce.
Applicants selected as finalists for this position will be subject to a comprehensive background check prior to appointment.
Under state legislation regarding access to public records, information from your submission for application may be subject to public disclosure.*